



**Earn up to
\$250 BYB Bucks
per year!**

Rewards

It's easy to earn rewards by making healthy decisions. Choose your healthy activities and watch your rewards add up—you can earn up to \$250 in Be Your Best (BYB) Bucks for developing personalized healthy habits and participating in the many opportunities to be the best you. Be Your Best Bucks balance will transfer over in your account from year to year and can be redeemed at any time. You can also earn your 2027 BYB wellness credit by completing the Health Check survey and two preventive care activities by December 1, 2026.

All benefits-eligible employees: Complete these priority activities to earn the 2027 Be Your Best Wellness Credit.*

Complete by December 1, 2026	Complete 2 preventive care activities
	Complete the Health Check survey

You can participate in additional healthy activities throughout the year to earn points and watch your rewards add up. Complete activities for these additional rewards by December 1, 2026.*

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	Total Be Your Best Bucks per year
Points	2,500	10,000	20,000	40,000	
Rewards	\$25 Be Your Best Bucks	\$50 Be Your Best Bucks	\$75 Be Your Best Bucks	\$100 Be Your Best Bucks	\$250 Be Your Best Bucks

*Wellness Credit: Only benefits-eligible employees who enroll in the 2027 medical plan will be eligible for the Be Your Best (BYB) Wellness Credit. The BYB program is entirely voluntary and confidential; it is your decision to complete the identified activities to obtain the credit for the 2027 medical plan.

New hire, rehire or employees newly eligible for benefits from July 1, 2026, to December 31, 2026, will automatically be eligible for the 2027 Be Your Best (BYB) wellness credit.

Life Event changes: If you waive medical coverage for 2027 but have a life event change in 2027 and want to add medical coverage, you will still need to complete your Be Your Best (BYB) activities to have the applicable credits in 2027.

*Rewards: Applicable government taxes will be applied to all monetary rewards and deducted from your paycheck. Government taxes associated with earned rewards for you and your eligible spouse will be deducted from your paycheck as soon as administratively feasible after you've earned the reward. If redeeming Be Your Best (BYB) Bucks for a gift card, please be aware of expiration periods within the terms of use.

If there are any discrepancies between the information in this program guide and the plan documents, the plan documents will govern.



Ways to earn:

Look for **How to Earn** in your account for a complete list of all the ways you can earn points.

	Do healthy things:	Earn points:	
Getting started	Complete registration	500	
	First login to mobile app	350	
	Connect first activity device	200	
Daily	Upload steps from your activity tracker (per 1,000 steps)	10	
	Do your Daily Cards (2 per day)	40	
	Track your Healthy Habits (3 per day)	30	
	Track sleep nightly	20	
	Sleep > 7 hours in a night	50	
	Complete a RethinkCare session	20	
	Browse healthy recipes	10	
	Complete a step in Journeys®	20	
	Weekly	Give a Shoutout (1x per week)	25
		Win the promoted Healthy Habit challenge	200
Complete 20 Daily Cards in a month		200	
Track Healthy Habits 20 days in a month		300	
Track sleep 10 days in a month		100	
Monthly	★ 20-Day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes	400	
	★ Join the company challenge (offered 3x per year)	1,000	
	Receive a Shoutout	100	
	★ Volunteer 10 hours of community service	100	
	Quarterly	★ Choose your eating type	250
		★ Choose your sleep profile	250
Complete a whole Journey (3x per quarter)		450	
Set a wellbeing goal		200	
Yearly	Invite a colleague to join	250	
	★ Complete a Next-Steps Consult® appointment	1,000	

★ Earn bonus points!

Want to reach Level 4? Do healthy things every day and earn big rewards. Look for the symbol above for a sampling of what you can earn.

Who's eligible?

All U.S. benefits-eligible employees and medically enrolled spouses are eligible to participate in the wellbeing program and earn rewards.



Get started at app.personifyhealth.com.
Not a member yet? Sign up today at join.personifyhealth.com/beyourbest or scan the code.

Customization tip: Once your account is ready, you may choose to update your portal language preference to one that best suits you by following these steps: Go to your profile picture in the top-right corner of your home page. Select **Profile > Account Settings > Edit** to change your language preference. Then select **Done** to save.